Reference Number:	FOI202425/563
From:	Commercial
Date:	24 March 2025
Subject:	2023/24 temporary medical staffing data

I am requesting information relating to the permanent and temporary recruitment and staffing or medical doctors for 2023/24

Q1 Permanent shifts
How many wtes are planned and budgeted for?
How many of these wtes were unfilled by permanent staff?
How many hours make up one whole time equivalence at your organisation?
What rota (rostering) software solution(s) is used for planning of permanent staff?
What was the total spend on this software/ solution(s)?
How many users were licenced at this cost?
How long has this software solution (s) been in place?
When is the contract expected to end?
What procurment framework is used to this software solution(s)
What systems does it integrate with?
Is Excel routinely used to support the management of permanent staff rostering?

A1 See attached – *563 FOI Response*

Q2 Permanent shifts
How many temporary shifts were filled by staff bank?
How many temporary shifts were filled by agency?
How many temporary shifts were unfilled?

A2 See attached – 563 FOI Response

Q3 Bank shifts
What was the total spend on bank?
How much of this did the doctors receive for services rendered?
How much of this was spent on administering the bank (i.e., in house team, managed services, fees to software provider)?
How many bank hours were worked in total?
What is the name of Staff Bank Provider (s)
How long have you used this staff bank provider(s) for?
What is the expiration date with the provider(s)?
Type of Staff Bank(s) procured
Type of Bank Service (s) procured
What is the size of you internal workforce team that manages temporay medical staffing?
What is the total annual cost of this team?
Do you provide staff to others through a collaborative bank or is it exclusively for the trusts own workforce requirements?, if so, which one?

Do you receive staff from others through a collaborative bank or is it exclusively for the trusts own workforce requirements?, if so, which one?

A3   See attached – 563 FOI Response

Q4   Agency shifts
What was the spend on agency?
How much of this did the doctors receive for services rendered?
How much of this was paid to the agency?
What agency staffing provider or PSL do you use?
What procurement framework do you currently use?

A4   See attached – 563 FOI Response

Q5   Direct engangement
What proportion of your agency doctors are paid through Direct Engangement?
Name of DE Provider
Type of DE Service Procured
Who has DE payroll responsibility?
Contract start date
Contract expiriy date
Total VAT saving achieved, £

A5   See attached – 563 FOI Response

Q6   Workforce management software
What software solutions are used for managing permanent and temporary staffing solutions for doctors?
For each solution, please answer the following,
What services does it provide? - please give a short description
Is it used to temporary or permanent staffing?
What is the start date of the contract?
What is the end date of the contract?
What is the total annual value of the contract?
How many licences is your contract for?
Supplier name
System name
Is contract renewed annually?
Any plans in place to replace the system?
What procurement framework was used?
What other systems does it integrates with?

A6   See attached – 563 FOI Response

Q7   NHSP
Does NHSP currently provide you with any services?
If, so what services?
How many hours were fulfilled by NHSP?
What was the total annual payment to them?

A7   See attached – 563 FOI Response

Question	Response type	Anaesthetics & ITU Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	Medicine Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	Surgery Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	A&E Consultant	Registrars	Resident Doctors	Paediatrics Consultant	Registrars	Resident Doctors	Psychiatry Consultant	Registrars	Resident Doctors	Others Consultant	Registrars	Resident Doctors
Q1 Permanent shifts																						
How many wtes are planned and budgeted for?	number of whole time equivalents	21.99	2	18	51.39	9	27.6	24.5	18	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many of these wtes were unfilled by permanent staff?	number of whole time equivalents	4.36	0	0	-0.49	-2.16	5.87	0	-0.29	1.33	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many hours make up one whole time equivalence at your organisation?	number of hours	40	40	40	40	40	40	40	40	40	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What rota (rostering) software solution(s) is used for planning of permanent staff?	names	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What was the total spend on this software/ solution(s)?	GBP	Information not held - Contract covers a number of different systems, the cost can't be broken down to just this element of the contract									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many users were licenced at this cost?	number of users	Information not held for individual staff groups as licenses not differentiated between groups on contract									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How long has this software solution (s) been in place?	number of years	Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
When is the contract expected to end?	date	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What procurement framework is used to this software solution(s)?	names	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What systems does it integrate with?	names	ESR	ESR	ESR	ESR	ESR	ESR	ESR	ESR	ESR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Is Excel routinely used to support the management of permanent staff rostering?	yes or no	Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Q2 Permanent shifts																						
How many temporary shifts were filled by staff bank	number of shifts	0	0	3	5	208	0	0	141	58	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many temporary shifts were filled by agency	number of shifts	0	0	0	0	0	0	0	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many temporary shifts were unfilled	number of shifts	0	0	0	0	16	0	0	5	10	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Q3 Bank shifts																						
What was the total spend on bank?	GBP	0	£25,557	0	0	170,981	0	0	150,720	37,059	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How much of this did the doctors receive for service rendered?	GBP	N/A	£25,557	N/A	N/A	170,981	N/A	N/A	150,720	37,059	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How much of this was spent on administering of bank (i.e., in house team, managed services, fees to bank)?	GBP	£58,113	£58,113	£58,113	£58,113	£58,113	£58,113	£58,113	£58,113	£58,113	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many bank hours were worked in total?	number of hours	0	103	29	0	1808	0	0	1440	847	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What is the name of Staff Bank Provider (s)?	text	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	Trusts Own Bank	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How long have you used this staff bank provider(s) for?	number of years	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What is the expiration date with the provider(s)?	date	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Type of Staff Bank(s) procured	name	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Type of Bank Service (s) procured	name	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What is the size of you internal workforce team that manages temporary medical staffing?	wte	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What is the total annual cost of this team?	GBP	58,113.00	58,113.00	58,113.00	58,113.00	58,113.00	58,113.00	58,113.00	58,113.00	58,113.00	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Do you provide staff to others through a collaborative bank or is it exclusively for the trusts own workforce requirements?, if so, which one?	text	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Do you receive staff from others through a collaborative bank or is it exclusively for the trusts own workforce requirements?, if so, which one?	text	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	No	Yes - Lead Employer Collaborative Bank	Yes - Lead Employer Collaborative Bank	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Q4 Agency shifts																						
What was the spend on agency?	GBP	Information not held - We did not use Agency for Medics in 23/24									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How much of this did the doctors receive for service rendered?	GBP										NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How much of this was paid to the agency?	GBP										NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What agency staffing provider or PSL do you use?	name										NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What procurement framework do you currently use?											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Q5 Direct engagement																						
What proportion of your agency doctors are paid through Direct Engagement?		Information not held - We did not use Agency for Medics in 23/24									NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Name of DE Provider											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Type of DE Service Procured											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Who has DE payroll responsibility?											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Contract start date											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Contract expiry date											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total VAT saving achieved, £											NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Question		Anaesthetics & ITU Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	Medicine Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	Surgery Consultant	Registrars (ST3+, Staff grade, Middle grade)	Resident Doctors (HOs, FY, SHOs, Core trainees, ST 1-2)	A&E	Paed	Psych	Others
Q6 Workforce management software														
What software solutions are used for managing permanent and temporary staffing solutions for doctors?		Allocate	Allocate & Patchwork	Allocate & Patchwork	Allocate	Allocate & Patchwork	Allocate & Patchwork	Allocate	Allocate & Patchwork	Allocate & Patchwork	NA	NA	NA	NA
For each solution, please answer the following,														
What services does it provide? - please give a short description		Rostering	Rostering & Temporary staffing Management	Rostering & Temporary staffing Management	Rostering	Rostering & Temporary staffing Management	Rostering & Temporary staffing Management	Rostering	Rostering & Temporary staffing Management	Rostering & Temporary staffing Management	NA	NA	NA	NA
Is it used to temporary or permanent staffing?		Both	Both	Both	Both	Both	Both	Both	Both	Both	NA	NA	NA	NA
What is the start date of the contract?		01/10/2024	01/10/2024	01/10/2024	01/10/2024	01/10/2024	01/10/2024	01/10/2024	01/10/2024	01/10/2024	NA	NA	NA	NA
What is the end date of the contract?		31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	31/03/2026	NA	NA	NA	NA
What is the total annual value of the contract?		£145,850.40	£145,850.40	£145,850.40	£145,850.40	£145,850.40	£145,850.40	£145,850.40	£145,850.40	£145,850.40	NA	NA	NA	NA
How many licences is your contract for?		Information not held for individual staff groups as licenses not differentiated between groups on contract									NA	NA	NA	NA
Supplier name		Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	NA	NA	NA	NA
System name		Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	Allocate	NA	NA	NA	NA
Is contract renewed annually?		No	No	No	No	No	No	No	No	No	NA	NA	NA	NA
Any plans in place to replace the system?		No	No	No	No	No	No	No	No	No	NA	NA	NA	NA
What procurement framework was used?		HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	HSSF	NA	NA	NA	NA
What other systems does it integrate with?		ESR	ESR	ESR	ESR	ESR	ESR	ESR	ESR	ESR	NA	NA	NA	NA
Q7 NHSP														
Does NHSP currently provide you with any services		No	No	No	No	No	No	No	No	No	NA	NA	NA	NA
If so what services?		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
How many hours were fulfilled by NHSP?		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
What was the total annual payment to them?		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

HO = House officer; SHO = Senior House Officer; FY = Foundation Years; ST = Specialist Trainee)